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REGULATIONS

Made Under

The Teaching Profession Act, 1944

(O. Reg. 60/44)
(O. Reg. 86/45)
(O. Reg. 128/46)

ONTARIO

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REGULATIONS

under the

THE TEACHING PROFESSION ACT, 1944

O. Reg. 60/44.
General.
New.
Approved—October 17th, 1944.
Filed—October 23rd, 1944, 10.25 a.m.

O. Reg. 86/45.
Replacing Reg. 3 of O. Reg. 60/44.
Fees.
Approved—October 30th, 1945.
Filed—Nonember 2nd, 1945, 9.30 a.m.

O. Reg. 128/46.
Amending Reg. 3 of O. Reg. 86/44.
Fees.
Approved—October 8th, 1946.
Filed—October 21st, 1946.

AFFILIATED BODIES AND ASSOCIATIONS

1.—(1) The Ontario Secondary School Teachers' Federation, The Federation of Women Teachers' Associations of Ontario, The Ontario Public School Men Teachers' Federation, L'Association de l'Enseignement Francais de l'Ontario and The Ontario English Catholic Teachers' Association shall be the affiliated bodies of the Federation and are referred to in these regulations as "the affiliated bodies".

(2) All district and local associations having membership in any of the affiliated bodies shall be affiliated with the Federation.

EXECUTIVE

2.—(1) The executive shall be elected by the Board of Governors at its annual meeting.

(2) At a meeting of the executive prior to the annual meeting of the Board of Governors, the executive shall name a nominating committee which shall include a representative of each of the affiliated bodies.

(3) The nominating committee shall meet before the annual meeting of the Board of Governors to prepare nominations for the offices of president, first vice-president, second vice-president and treasurer from among the members of the Board of Governors for the coming year as submitted by their respective affiliated bodies.

(4) There shall always be on the executive of the Ontario Teachers' Federation at least one representative from each of,—

C O R R E C T I O N

Certified by The Deputy Minister of Education

FEES

3.-(1) Subject to subregulation 2, every member of the Federation shall pay to the Federation an annual membership fee based on his salary, upon the following scale,-

(a) secondary school teachers,-

on salaries of $3,000 and over ...	$16.00
$2,500 to $2,999 ..	14.00
$2,000 to $2,499 ..	12.00
$1,500 to $1,999 ..	10.00
on salaries up to and including $1,499 ..	8.00

(b) public school men teachers ..... $ 6.00

(c) public school women teachers,-

on salaries up to $1,799	$ 4.00
on salaries of $1,800 and over ...	5.00

(d) separate school teachers,-

on salaries up to $799	$ 3.00
on salaries of $800 to 1,099	$ 4.00
$1,100 and over ...	5.00

(2) Where with the approval of the Minister French is a subject of instruction in a public or separate school, the French-speaking teacher of the public or separate school shall pay to the Federation an annual membership fee of $5.00.

Note: Regulation 3 was amended by O. Reg. 86/46 and later amended as printed above by O. Reg. 128/46.

UNPROFESSIONAL CONDUCT

4. Members of the Federation shall conduct themselves with due regard to the honour and dignity of the teaching profession and it shall be considered unprofessional conduct for a member,—

(*a*) to break a contract or to violate a verbal agreement to enter a contract with a board of trustees;

(*b*) to make a report on a fellow-member of the Federation criticizing him adversely, if such a report might involve his dismissal or demotion or affect his salary, without first having shown nim a written statement and given him an opportunity of replying thereto; or

(*c*) to accept employment with a board of trustees whose relations with the Federation are unsatisfactory to the Federation, except with the specific consent of the Minister and the onus shall be upon the member to ascertain from the Federation whether such an unsatisfactory relationship exists.

RELATIONS AND DISCIPLINE COMMITTEE

5.—(1) The Board of Governors shall appoint annually a Relations and Discipline Committee which shall deal with matters of relations, unprofessional conduct and discipline referred to it by the executive.

(2) On receipt of a report from the Relations and Discipline Committee and after consideration thereof, the Board of Governors may recommend to the Minister that he suspend or cancel the certificate of a teacher or, with the approval of the Minister, may impose such other disciplinary measure as the Board of Governors deems appropriate.

APPEAL

6. Any teacher who has been disciplined by the Board of Governors may request a review of his case by the Board of Governors which shall review it at its next regular meeting and report its findings to the Minister and to the teacher concerned.

BOARD OF GOVERNORS

7.—(1) The Board of Governors shall consist of forty members selected as follows:

(*a*) from The Ontario Secondary School Teachers' Federation, the president, immediate past president, first vice-president, second vice-president, and secretary, and five representatives elected annually at the annual meeting of The Ontario Secondary School Teachers' Federation. In 1944, the five representatives shall be selected by the executive of The Ontario Secondary School Teachers' Federation;

(*a*) The Ontario Secondary School Teachers' Federation;

(*b*) The Federation of Women Teachers' Associations of Ontario;

(*c*) The Ontario Public School Men Teachers' Federation; and

(*d*) L'Association de l'Enseignement Francais de l'Ontario and The Ontario English Catholic Teachers' Association.

(5) The convener of the nominating committee shall present the report of its nominations to the Board of Governors and upon these and other nominations which may be submitted from the floor by any member of the Board of Governors a secret ballot shall be taken.

(6) The Board of Governors may fill any vacancy which occurs on the executive during any year.

(7) The Board of Governors shall at the annual meeting appoint a secretary on an annual contract and salary as determined by the Board of Governors after considering recommendations previously submitted by the executive.

(8) In 1944,—

(*a*) the nominating committee shall consist of a representative named by the president of each of the affiliated bodies;

(*b*) the Board of Governors may elect the executive at any general meeting; and

(*c*) the Board of Governors shall elect one of its members to serve on the executive in lieu of the immediate past president.

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(*a*) secondary school teachers,—

on salaries of $3,000 and over	$16.00
$2,500 to $2,999	14.00
$2,000 to $2,499	12.00
$1,500 to $1,999	10.00
on salaries up to and including $1,499	8.00

(*b*) public school men teachers,—

on salaries over $2,000	$3.50
$1,001 to $2,000	3.00
up to $1,000	2.00

(*c*) public school women teachers,—

on salaries over $1,000	$3.00
up to $1,000	2.00

(*d*) separate school teachers..... $2.00

Note: Clause *a* was amended by O. Reg. 86/46 and later amended as printed above by O. Reg. 128/46.

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(*b*) from The Federation of Women Teachers' Associations of Ontario, the president, immediate past president, first vice-president, second vice-president, and secretary, and five representatives elected annually at the annual meeting of The Federation of Women Teachers' Associations of Ontario;

(*c*) from The Ontario Public School Men Teachers' Federation, the president, immediate past president, first vice-president, second vice-president, and secretary, and five representatives elected annually at the annual meeting of The Ontario Public School Men Teachers' Federation;

(*d*) from L'Association de l'Enseignement Francais de l'Ontario, five representatives elected annually at the annual meeting of L'Association de l'Enseignement Francais de l'Ontario, and from the Ontario English Catholic Teachers' Association, five representatives elected annually at the annual meeting of The Ontario English Catholic Teachers' Association.

(2) The Board of Governors shall take office at the conclusion of business of the annual meeting.

(3) In the event of a vacancy occurring on the Board of Governors during a year, the vacancy shall be filled by the executive of the affiliated body concerned.

MEETINGS

8.—(1) The annual meeting of the Board of Governors shall be held during the week prior to Labour Day, at a time and place to be determined by the executive.

(2) The Board of Governors shall also meet during the Christmas and Easter vacations and at such other times and places as the executive shall decide.

(3) Any one of the three regular meetings of the Board of Governors may be omitted on a recommendation made by the executive and approved by at least twenty-five members of the Board of Governors.

(4) Except with the unanimous consent of the executive, notice of meeting of the Board of Governors shall be given by the Secretary two weeks in advance.

(5) At a meeting of the Board of Governors twenty-five members shall constitute a quorum.

9.—(1) The executive shall meet before and after the three regular meetings of the Board of Governors and at such other times as the president shall decide.

(2) At a meeting of the executive four members shall constitute a quorum.

(3) Notice of meetings of the executive shall be given by the Secretary at least one week in advance.

PROCEDURE AT MEETINGS

10.—(1) The order of procedure at meetings of the Board of Governors and of the executive shall be as follows:

(*a*) call to order;
(*b*) reading and confirming of minutes of last meeting;
(*c*) business arising from minutes;
(*d*) reading of correspondence and action thereon;
(*e*) appointment of steering and other temporary committees;
(*f*) reports of officers;
(*g*) reception of delegations;
(*h*) reports from affiliated bodies;
(*i*) reports of standing and special committees;
(*j*) general business;
(*k*) elections;
(*l*) installation of officers; and
(*m*) adjournment.

(2) Any one or more of the items of procedure may be omitted from the agenda of any meeting.

(3) The order of procedure in sub-regulation (1) may be changed at any time by majority vote of the members present.

REPORTS

11. The Board of Governors shall require from each affiliated body an annual report to be filed not later than the end of June, for submission to the annual meeting.

EXPENSES

12. The treasurer shall pay the necessary expenses of members of the Board of Governors and the executive upon the instructions of the executive.

RESOLUTIONS

13.—(1) A resolution of any of the affiliated bodies for presentation to the Minister or to any public body shall first be submitted to the Federation and shall be brought before the Board of Governors for discussion.

(2) The Board of Governors may present such resolution to the Minister or to the public body concerned, in the name of the Federation, or may refer it to a standing or special committee or to the affiliated body presenting it.

(3) If after study, the resolution is not approved by the Board of Governors but the affiliated body presenting it still wishes to proceed, it may do so as a minority report through the Federation.

(4) In the case of urgent matters requiring immediate attention, a resolution from one of the affiliated bodies may be submitted to the executive for action at its discretion.

REPORTS OF MISCONDUCT

14. In the case of reported unprofessional conduct by any member, the secretary, on instruction from the president or another member of the executive designated by him, may transmit the information received to the Minister, to the chairman of the board of trustees, to the member and to the affiliated body concerned.

VOLUNTARY MEMBERSHIP

15. Upon the application of any person certificated as a teacher who is employed as an instructor in any Teacher-Training School or College, as a teacher in a private school, as a vocational guidance officer, school librarian, teacher of music, inspector, superintendent of schools, or supervisor, or of any other certificated person, the Board of Governors may grant membership in the Federation to such person.

ASSOCIATE MEMBERSHIP

16. The Board of Governors may grant associate membership to,—

(*a*) teachers in training; and

(*b*) unemployed teachers.

APPLICATION FOR MEMBERSHIP

17. A teacher who has withdrawn from membership and thereafter wishes to become a member shall make application to the Board of Governors and such application shall be considered by the Board of Governors after reference to the appropriate affiliated body and if the application is accepted, the Secretary shall notify the Minister.

COMMITTEES

18.—(1) The Board of Governors shall at the annual meeting appoint the following standing committees:

(*a*) budget;
(*b*) educational finance;
(*c*) educational research and policies;
(*d*) legislation;
(*e*) publicity and education week;
(*f*) relations and discipline; and
(*g*) superannuation;

and such special committees as may from time to time appear necessary.

(2) The standing committees shall be made up of the conveners of the corresponding committees in each of the affiliated bodies, together with the president and secretary of the Federation.

(3) The convenership of the standing committees shall rotate annually among the representatives of the affiliated bodies except with the unanimous consent of the Board of Governors.

AMENDMENTS

19.—(1) Amendments to the regulations may be proposed to the Board of Governors by,—

(*a*) the executive;

(*b*) any member of the Board of Governors; or

(*c*) an affiliated body.

(2) Amendments to the regulations may be made by majority vote of the members present at the annual meeting, provided notice thereof has been given to the secretary in writing at least two weeks prior to the Easter meeting of the Board of Governors and that such notice has been submitted to the affiliated bodies for consideration at their Easter meetings.

(3) By unanimous vote of the members present at any meeting of the Board of Governors an amendment to the regulations may be made without the required notice.

(4) During its term of office the first Board of Governors may make amendments to the regulations by vote of a majority of the members present at any meeting, provided that notice of such amendment has been given to each affiliated body and to the members of the Board of Governors one month in advance.